

DEPARTMENTAL BUDGET INFORMATION

DETROIT WORKFORCE DEVELOPMENT DEPARTMENT (21)

STATEMENT OF PURPOSE

The Department of Detroit Workforce Development will help support the Mayor's vision to transform the government of the City of Detroit to the Next Detroit by applying the guiding principles of the Next Detroit, which means structural balancing by bringing costs in line with revenue, while improving services.

The Detroit Workforce Development Department ("DWDD") promotes the economic self-sufficiency of Detroit residents and provides qualified workers to local employers through the delivery of cost-effective, high quality employment, training, and education services in partnership with businesses, community and faith-based organizations, educational institutions, and governmental agencies.

DESCRIPTION

The Department provides employment and training services for residents of the City who are looking for work, who are unemployed or under-employed and economically disadvantaged, or who are employed but fail to meet the definition of self-sufficiency as measured by the Detroit Living Wage Ordinance. The Department provides employment and training services to eligible individuals who have other barriers to employment under the Workforce Investment Act ("WIA"), Work First, the Wagner-Peyser Act labor exchange, or the Food Assistance Employment and Training programs. Under funding initiatives, DWDD provides services through the Ticket-to-Work sustainability program, Job Access Reverse Commute ("JARC"), Distance Learning Pilot Project, and through the Office of Disability Employment Policy ("ODEP") Customized Employment Grant for persons with disabilities. The

Department also provides a broad range of economic development services, (in conjunction with the Detroit Regional Chamber, Detroit Economic Growth Corporation, New Detroit, and Booker T. Washington Business Association, and the Urban League), to companies looking to locate in or around Detroit and to companies who are deciding whether to stay in Detroit. Other programs administered by the Department include a Corrections Re-entry Grant and a Transitional Jobs program for parolees and ex-offenders returning to Detroit.

As the administrative entity for the Detroit Workforce Development Board, the Department works very closely with the Detroit Public Schools, the Michigan Department of Human Services ("MDHS"), Michigan Department of Labor and Economic Growth ("MDLEG"), Michigan Department of Rehabilitation Services ("MRS"), and many corporate and institutional leaders of the community, to ensure the best possible coordination of employment and training services with employers' expectations and needs. In addition, DWDD has partnered with the Planning and Development Department to assist in the creation of the Ten-Year Homelessness Strategic Plan. Under the Workforce Investment Act, as well as under the Wagner-Peyser Employment Service, any and all job seekers are to be provided with a menu of employment seeking and job referral services including Employment Service registration, resume entry, job listing browsing, interests self assessment, labor market information, and employer job postings. All funding is allocated based upon two allocation categories: Youth Services and Adult Services.

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MAJOR INITIATIVES FOR FY 2005-06 and FY 2006-07

DWDD will address Detroit's critical workforce needs by partnering with businesses involved in workforce development and by improving DWDD's delivery of services.

Addressing Critical Needs

Critical needs addressed will include the high unemployment rate in the City of Detroit, the lack of services available for citizens returning from prison, labor shortages in skilled occupations, and the need to diversify Detroit's employment sectors.

Getting Businesses Involved

DWDD's strategy will place the highest priority on getting businesses involved in its workforce development system, especially businesses delivering products and services in health care, hospitality, manufacturing, tourism, and new developing industries that will increase the competitiveness of Detroit's economy.

Initiatives dedicated to the health care industry include the development of a Long-Term Health Care Regional Skills Alliance that helps train employees to fill unmet nurse staffing needs. The Department has also partnered with the CVS Corporation in accessing federal funds and providing Individual Training Accounts ("ITA") to meet pharmaceutical staffing needs. The Department's ITA Program has also set aside training slots for workforce development participants who are studying nursing and allied health care.

An Info-Expo for employers with a concentration on persons with disabilities will also be held to provide needed

information to employers relative to recruiting, hiring, and employing persons with disabilities.

DWDD is getting manufacturing businesses involved through its Incumbent Worker Program. The program provides training for employees who need skill development in order to avert layoffs or to gain promotions.

The Department has also created an Incumbent Worker Hospitality Training Program to respond to the staffing needs of the tourism sector in the context of special events held in the city of Detroit, like Super Bowl XL. Through the program, employees that provide hospitality services including bus drivers, taxi drivers, chauffeurs, hotel concierges and wait staff, receive hospitality training designed to sustain employment in this vital industry and to positively impact the future delivery of outstanding customer service to the city's residents and visitors.

Improved Delivery of Services

The Department has undergone an extensive reorganization designed to increase efficiency and to promote innovation. As a result of this reorganization, the Business Services Group ("BSG") was created. The BSG will serve as the liaison between the Department and the business community. This unit will enable the Department to determine the staffing needs of Detroit businesses, and to design programs that address those needs. DWDD has also embarked upon a reorganization of its One-Stop Delivery system's One-Stop Career Service Centers. The focus of the reorganization is on improving the delivery of outstanding workforce development services to the universal customers who visit the centers with a wide variety of barriers to successful employment. The results of the

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redesign will improve the One-Stop Centers' efficiency as well as the quality of service that they provide to both businesses and workforce development participants. In addition, DWDD has recently implemented several U.S. Department of Labor grants that have increased the workforce development system's ability to deliver services to disabled participants. An Office of Disability Employment Policy ("ODEP") grant will create a disability-focused customized employment program. Under the direction of the Disability Council and DWDD, the Detroit Partners for Customized Employment have produced a DVD and a website ("Disability Works!") to market the program. The DVD gives one-stop service center customers a high-level overview of the customized employment process and DWDD's commitment to serving customers with disabilities. The website provides information on community services and resources available for customers and their families. A Social Security Administration planning grant is also being implemented in conjunction with the Ticket to Work Program.

The Department is developing several programs that provide career and skill development for workforce development participants. Among the many On-the-Job Training programs that DWDD hopes to institute is the skilled trades apprenticeship program. Collaboratively, DWDD and the Southeast Michigan Community Alliance ("SEMCA") have partnered in a Foster Youth Care program, which addresses the needs of foster care youth transitioning from the foster care program to adulthood. Goodwill Industries and Resource Networks, in cooperation with DWDD, are developing pilot programs that will provide comprehensive career development

assistance to Work First-eligible persons. Goodwill Industries will target participants who have unsuccessfully cycled through Work First. The Resource Network will institute a pilot program that will provide intensive assessment, job search and job readiness training, along with job placement and intensive supportive services that lead to case closure. Further, DWDD's Workforce Development Board is increasing its outreach efforts in order to develop partnerships that include Faith-Based Organizations.

PLANNING FOR THE FUTURE FOR FY 2006-07, FY 2007-08 and BEYOND

Due to pending federal legislation reauthorizing WIA and the Temporary Assistance To Needy Families ("TANF") programs, DWDD is anticipating statutory changes in national and state workforce development programs. DWDD has been active in monitoring the available information and in sharing that information with its partners throughout the workforce development system.

The Department projects an increased need to collaborate with the business community, as well as the need to develop new funding strategies based on collaborative relationships between businesses, faith-based organizations, community groups, and other partners.

DWDD's Business Services Group will continue to evolve as a mechanism that establishes and nurtures relationships between the Department and the business community. DWDD will use its Long-Term Health Care Regional Skills Alliance as a basis for expanding the services it provides to the health care sector. The Department also will seek to expand its health care services by applying for an Allied Health

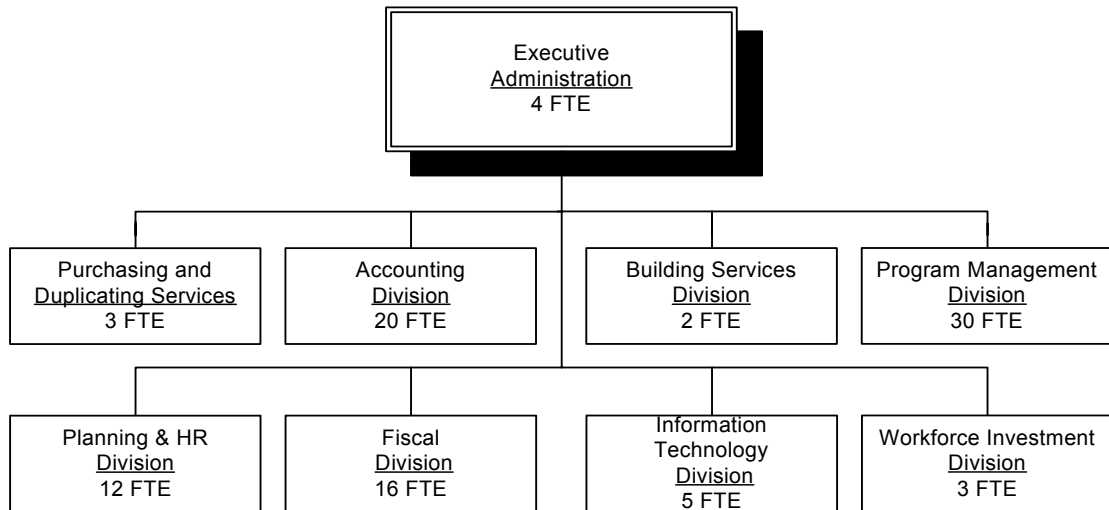
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Care Regional Skills Alliance. DWDD will further develop its presence in the manufacturing sector if its Manufacturing Regional Skills Alliances is funded by the state.

The Department is anticipating several funding challenges over the next four years. In response to these challenges, the Department will vigorously pursue other possible funding such as WIA Challenge

Grants, other USDOL grants, other Federal Department grants (e.g. Departments of Housing and Urban Development, Health and Human Services, or Education), foundation and private corporate support, and by offering employers services they will possibly be willing to purchase for a nominal fee. The Workforce Development Board is also planning special fund generating events such as a Workforce Development Business Information Summit.

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PERFORMANCE GOALS, MEASURES AND TARGETS

Type of Performance Measure: List of Measures	2004-05 Actual	2005-06 Projection	2006-07 Target
Outputs: Units of Activity directed toward Goals GED's or other credentials obtained	79.6%	82.0%	85%
Outcome: Results or Impacts of Program Activities Employment retention rate	79.4%	81.8%	83%
Diploma or equivalent rate	74.9%	77.2%	79%

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EXPENDITURES

	2004-05 Actual Expense	2005-06 Redbook	2006-07 Mayor's Budget Rec	Variance	Variance Percent
Salary & Wages	\$ 5,662,710	\$ 5,419,621	\$ 5,400,412	\$ (19,209)	0%
Employee Benefits	2,909,198	2,838,186	3,277,996	439,810	15%
Prof/Contractual	1,028,620	517,724	577,196	59,472	11%
Operating Supplies	161,419	106,174	129,290	23,116	22%
Operating Services	5,852,338	8,566,384	6,865,043	(1,701,341)	-20%
Fixed Charges	11,848	47,396	47,396	-	0%
Capital Equipment	375	2,382	-	(2,382)	-100%
Other Expenses	57,772,580	41,624,130	39,048,363	(2,575,767)	-6%
TOTAL	\$ 73,399,088	\$ 59,121,997	\$ 55,345,696	\$ (3,776,301)	-6%
POSITIONS	76	95	95	-	0%

REVENUES

	2004-05 Actual Revenue	2005-06 Redbook	2006-07 Mayor's Budget Rec	Variance	Variance Percent
Rev from Use of Assets	\$ 608,950	\$ -	\$ -	\$ -	0%
Grants/Shared Taxes	85,700,482	58,869,997	55,343,696	(3,526,301)	-6%
Contrib/Transfers	838	-	-	-	0%
Miscellaneous	682,906	250,000	-	(250,000)	-100%
TOTAL	\$ 86,993,176	\$ 59,119,997	\$ 55,343,696	\$ (3,776,301)	-6%